

Dr Thomas.R.Hoerr – Leading From Behind

This session was very much about leading the school and for management.

'Who you are is more important than what you know?'

'If everyone is happy I'm not doing my job.' T Hoerr

Finley Peter Dunne – 'Good leaders comfort the afflicted and afflict the comfortable.'

You should make new mistakes! – take risks and try new things. Push yourself as much as you push others.

Think! – Am I practising the balance that I preach?

Teachers are the key factor in determining the quality of a school.

In 'Good to Great' (book) by Jim Collins says "First who... then what?" You have to have the right people.

Leaders - Management

The leader's job is not to make teachers happy – the leader's job is to make teachers grow.

The leader's own growth is key – take care of ourselves, must be learners and learn on the fly.

Children and adults learn best when in meaningful and engaging context.

Leadership is about relationships.

- Book to read – 'The Checklist Manifesto' by Atul Gawande – he is a surgeon who writes about health care but lessons for all of us.

How many times it is assumed that people are on board?

Leader gets the group to come together.

Staff Meetings

Information can be shared via email or on paper. It is a waste of time to read to people. If you need to share something in a meeting there should be an area to write up what needs to be shared. Meetings need to have content not process.

We are heading into a major change of how we educate. All around the world education is no longer just in school. It is in the home libraries, internet cafes etc....

Focus

We need more focus on:

- Collaboration
- Distributed intelligence – our intelligence is not limited to inside our skin.
- How well can you use the resources around you? Leaders use the people.
- Personal intelligences and EQ – managing and motivating yourself.
- Collegiality

Your decision, my decision, our decision.

Acceptance of where the decision has to come from, some times staff call, individual call or the principal's call.

Dr Thomas R Hoerr - Missouri USA (Friday midday keynote)



Thomas R. Hoerr, Ph.D. Is head of the New City School in St. Louis, Missouri. Prior to becoming Head of New City School, Tom was principal of Pershing Elementary School teaching fifth grade for eight years before becoming principal. Tom has written three books: Becoming A Multiple Intelligences School, The Art of School Leadership, and School Leadership for the Future.

Tom Hoerr believes that perception is reality, and that leadership should be inclusive and empowering. He has written exclusively about these issues in his bi-monthly column, "The Principal Connection", in Educational Leadership.

Title: Leading From Behind

Abstract: Dr. Tom Hoerr, a practicing principal and head of school for 31 years, will share specific assumptions and practices for creating a learning organization. "In a good school," says Hoerr, "students learn, but in a great school, everyone learns!" Hoerr blends the work of Roland Barth, Carol Dweck, and Jim Collins in his strategies. He will share what has worked for him as well as what keeps him awake at night.

Jane Clarke